

Ford, Chair  
Akers, Vice Chair  
Ellinger  
Kay  
Lawless  
Stinnett  
Scutchfield  
Myers  
Beard  
Lane

**A G E N D A**  
**Social Services & Community Development**  
**Committee**  
**August 27, 2013**  
**11:00 A.M.**

- |  |         |
|--|---------|
| 1. 6.18.13 Committee Summary   | (1-3)   |
| 2. Social Services Needs Assessment Project: <i>Understanding The Barriers to Self Sufficiency</i> | (5-22)  |
| 3. Partner Agency Review Process   | (23-36) |
| 4. Summer Youth Employment Update  | (37-41) |
| 5. Items Referred to Committee   | (42 )   |

"The social services and community development committee, to which shall be referred matters relating to the department of social services and its divisions, and any related partner agencies and the division of community development, related partner agencies, and other matters relating to community development and economic development"

Council Rules & Procedures, Section 2.102 (1)

2013 Meeting Schedule (all other meetings at 11:00 AM)

June 18	September 24	November 19
August 27	October 22	December 10

## Social Services & Community Development Committee June 18, 2013 Summary & Motions

Ford called the meeting to order at 11:05 AM. All members were present. Gorton and Clarke also were in attendance.

### *5.28.13 Committee Summary*

On a motion by Ellinger, second Myers, the summary of the 6.18.13 Social Services & Community Development Committee meeting was approved unanimously.

### *Senior Citizens Center Update*

Ford called on CAO Hamilton. Hamilton stated that the YMCA of Central Kentucky approached the Mayor's Office about partnering for senior citizens facilities and services.

David Martorano, President & CEO of the YMCA of Central Kentucky made a presentation. He reviewed past efforts to replace the Lexington Senior Citizens Center on Nicholasville Road. He also stated that the YMCA has been seeking opportunities to expand its services to seniors.

Martorano proposed that the City and the YMCA renovate or expand three existing YMCA facilities, at Beaumont, North Lexington and High Street to include dedicated senior citizen space. In addition part of the proposed new facility in Hamburg would be dedicated to senior citizen services.

Martorano proposed that the YMCA would contribute a portion of the capital funding required. He proposed that Lexington would provide \$ 12 million in capital, including \$ 5 million in FY 14.

Martorano stated that the YMCA would assume operational responsibilities for the senior citizen centers.

Gorton asked Hamilton if LFUCG had ever paid for a facility that it did not own other than the William Wells Brown School. Hamilton will respond with more information.

Gorton asked about hours of service. In response Martorano stated that he was aware that the present senior facility was open until 5PM and he was proposing offering services until 3PM.

Kay stated that he was supportive of the concept and asked Commissioner Mills for her comments. In response Mills stated that she received the proposal last week and had several questions about it.

Scutchfield asked about the current workforce at the senior center. In response Martorano stated that could be part of the management agreement, but the YMCA was willing to operate the facility.

In response to a question from Scutchfield Mills stated that approximately 50 seniors utilize the facility between 3 and 5PM. In response to a question from Scutchfield Martorano stated that he can get information about communities and YMCAs that jointly operate similar facilities.

Akers asked about the history of this proposal and why the Commissioner of Social Services was not involved in the initial conversations. In response Hamilton stated that the YMCA had approached the Mayor's Office in mid spring and Mills was not involved because she would be opposed and she wanted to discuss this with the Commissioner.

Mills stated that she was a proponent of a single central senior citizens facility. She was concerned that several partner agencies that offer services at the center could not offer similar level of services at multi sites.

Lane stated that he was in favor of multi sites due to the growing senior population.

Stinnett asked about the timeline and stated that time was critical. In response Martorano stated that Beaumont would be expended, followed by the construction of the Hamburg facility, followed by the expansion of the North Lexington YMCA and finally the High Street facility.

Stinnett discussed the size of the facilities. He stated that he didn't think 5-10,000 square feet were adequate. He stated that 2- 20,000 sf facilities may be better than 4- 10,000 sf centers. **He also stated that the parties should increase the hours to close at least 5PM rather than the proposed 2PM.**

Beard discussed partnership arrangements and the need to work together.

Clarke discussed control of the proposed facilities. He also discussed programming for the senior population. He also discussed mixing various age groups in one facility.

**Myers stated that Lexington isn't far from the point that we have to do something about the current center. He stated that rather than get derailed on the plan the City should go ahead with our own senior citizen center. He stated that it might be necessary to scale back to 20,000sf instead of 40,000sf but we need to do move forward with a government senior citizen's center.**

In response to a question from Ford, Martorano stated that he first discussed this proposal with Mayor Gray in early May at the Commerce Lexington Leadership visit to Omaha. Ford also discussed current partnerships with the YMCA.

On a motion by Akers, second Myers, to move forward on the original plan for a single central Senior Citizens Center and to consider partnering with the YMCA for satellite locations and other future partnering opportunities passed on a 6-4 vote (Ford, Akers, Ellinger, Lawless, Scutchfield, Myers-Yes; Kay, Stinnett, Beard, Lane- No.

Stinnett stated that Council had not heard from the Administration since February on this matter. He asked what the plan is? In response Hamilton stated that at least one of the sites under consideration is no longer available. She stated that she will schedule a presentation at an upcoming Work Session to discuss the preferred site and a request for proposals to go forward.

*Office of Aging Services & Disability Support Overview*

Kristy Stambaugh made the presentation on the Office of Aging Services & Disability Support. She provided demographic information on the senior and disabled populations.

She stated that the City offers senior programs at several locations including the Senior Citizen Center, Bell House, the Eldercrafters at the Black & Williams Center, and the Charles Young Center.

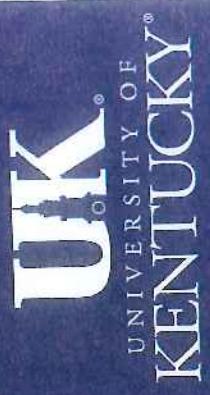
Stambaugh state that the Senior Citizens Center is open Monday-Friday from 8AM-5PM. The average daily attendance is approximately 129 and they have 870 unique users registered. The average age is 78; 75% of the users are woman; and approximately 40% live alone while the other 60% live with others.

Stambaugh described the Bluegrass Help at Home Registry, the Senior Intern Program and the Senior Minute program on WKYT.

The meeting adjourned at 12:35 PM.

PAS 6.26.13

PAS 7.17.13



# *Barriers to Self-Sufficiency*

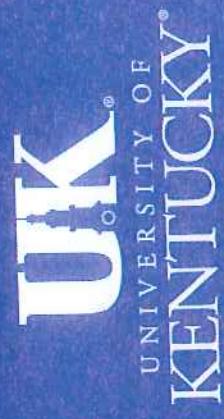




School of Public Policy & Administration

## Presenters

- **Dr. Ginny Wilson**, Professor and Project Supervisor
- **Zheng Li**, Master's Student in Public Administration
- **Heath Rico**, Ph.D. Student in Public Administration
- **Chenglin Zhao**, Master's Student in Public Policy
- **Ellie Song**, Master's Student in Public Policy





## Martin School Tasks

1. Analyze data from a survey of non-profit social service organizations in Fayette County regarding perceptions of the reasons residents seek social services;
2. Explore the use of geographic information for social service planning;
3. Assess the availability and quality of data reported by partner organizations and **UK**, UNIVERSITY OF KENTUCKY, its usefulness for planning purposes



## Non-profit Social Service Organizations

### Non-profit Social Service Organizations in Lexington

- Identified using GuideStar
- Selected if
  - 1. **Address in Lexington;**
  - 2. **Human service purpose** (as indicated by National Taxonomy of Exempt Entities (NTEE) Codes as assigned by the IRS); and
  - 3. Last reported revenue \$1,000+



## Non-profit Social Service Organizations in Lexington Relative to Other Cities

- Comparison Cities: Similar
  - Population
  - Per Capita Personal Income

- Non-profit Social Service Organizations in Comparison Cities
  - Same human service purpose as selected for Lexington (same NTEE codes)

# City Populations and Per Capita Personal Income



	Tampa	Aurora	Corpus Christi	Pittsburgh	Lexington	Cincinnati	Saint Paul	Greensboro	Henderson	Lincoln	Fort Wayne	Chula Vista	CA
	FL	CO	TX	PA	KY	OH	MN	NC	NV	NE	IN		

Population	347,645	339,030	312,195	306,211	305,489	296,550	290,770	277,080	265,679	265,404	254,555	252,422	
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	Henderson	Lexington	Tampa	Greensboro	Lincoln	Pittsburgh	Saint Paul	Chula Vista	Cincinnati	Aurora	Corpus Christi	Fort Wayne	IN
	NV	KY	FL	NC	NE	PA	MN	CA	OH	CO	TX		

Per Capita Personal Income	\$35,155	\$29,125	\$28,863	\$25,824	\$25,765	\$25,619	\$25,576	\$25,419	\$24,509	\$24,257	\$23,870	\$23,300	
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# City Poverty Indicators



School of Public Policy & Administration

	Henderson	Chula Vista	Lincoln	Fort Wayne	Aurora	Lexington	Greensboro	Corpus Christi	Tampa	Pittsburgh	Saint Paul	Cincinnati
	NV	CA	NE	IN	CO	KY	NC	TX	FL	PA	MN	OH
Percentage of Below Poverty	8.2%	9.7%	15.5%	16.3%	16.5%	17.9%	18.4%	18.5%	19.2%	22.2%	22.5%	27.4%
Percentage of Single Headed Households	14.4%	15.7%	16.5%	18.8%	19.0%	19.2%	20.6%	20.7%	21.3%	22.2%	22.3%	23.2%

	Lincoln	Henderson	Lexington	Pittsburgh	Fort Wayne	Saint Paul	Aurora	Greensboro	Tampa	Chula Vista	Cincinnati	Corpus Christi
	NE	NV	KY	PA	IN	MN	CO	NC	FL	CA	OH	TX
Percentage of Single Headed Households	14.4%	15.7%	16.5%	18.8%	19.0%	19.2%	20.6%	20.7%	21.3%	22.2%	22.3%	23.2%
Percentage of Below Poverty	8.2%	9.7%	15.5%	16.3%	16.5%	17.9%	18.4%	18.5%	19.2%	22.2%	22.5%	27.4%

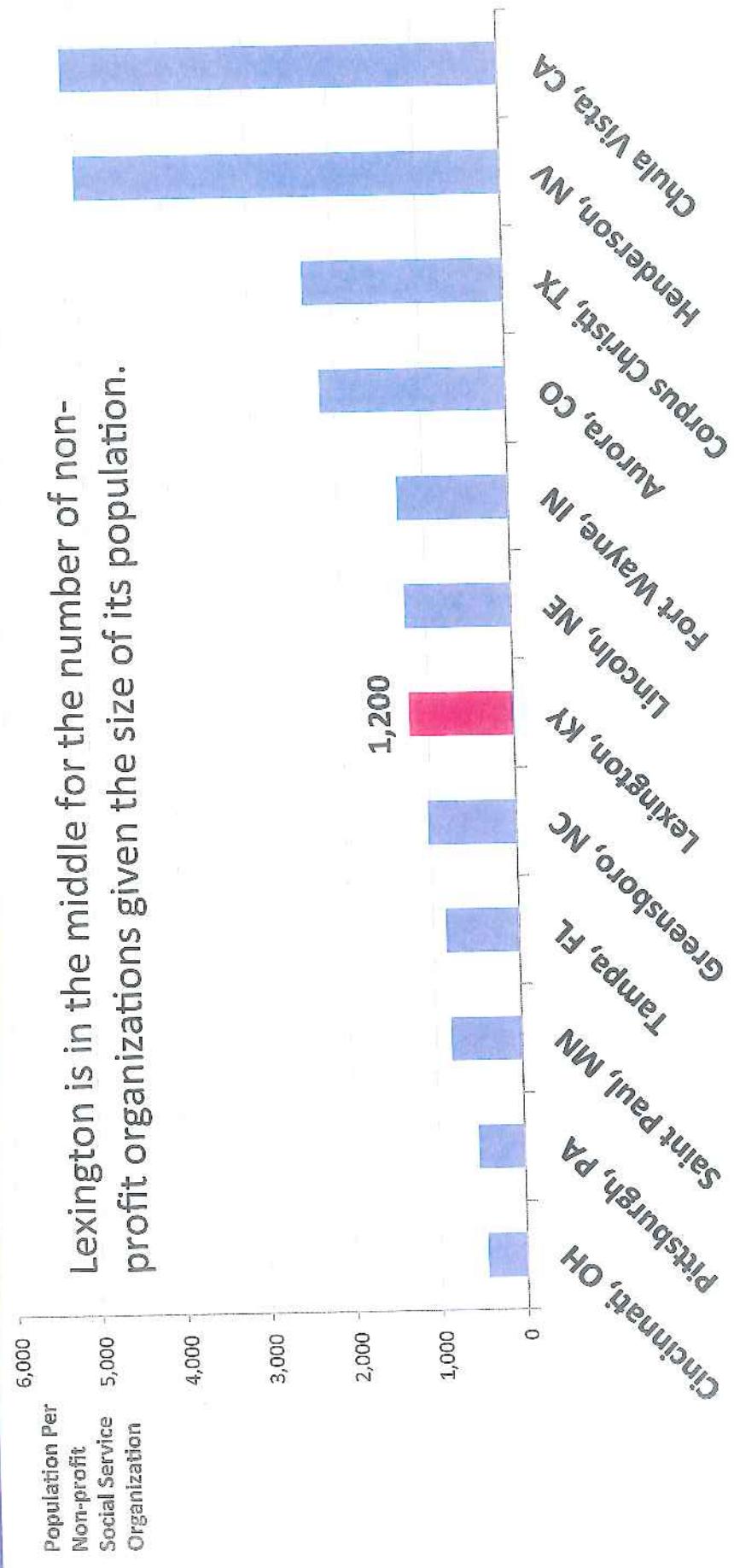
Data Source: U.S. Census Bureau, State and County QuickFacts; U.S. Census Bureau, 2007-2011  
American Community Survey



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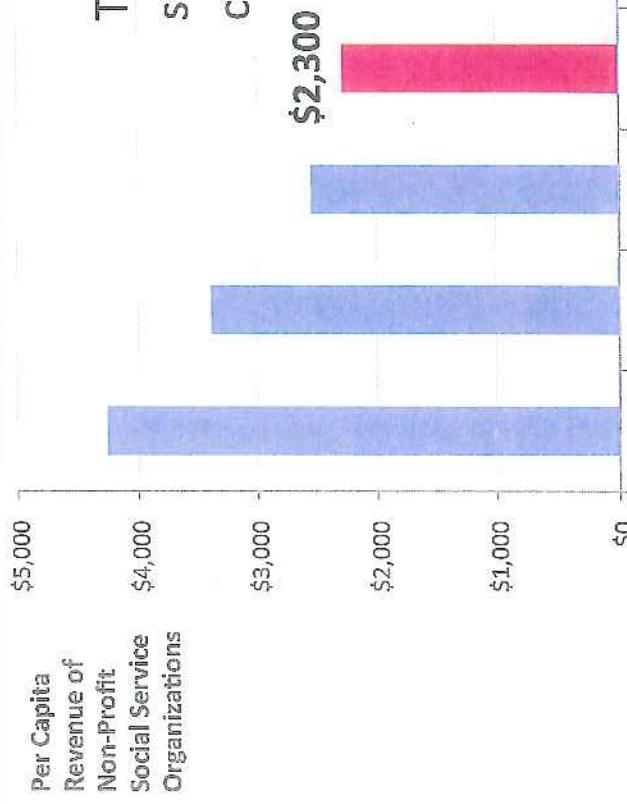
## City Population Divided by the Number of Non-profit Social Service Organizations in the City



Lexington is in the middle for the number of non-profit organizations given the size of its population.



## Total Revenue of Non-profit Social Service Organizations Divided by City Population

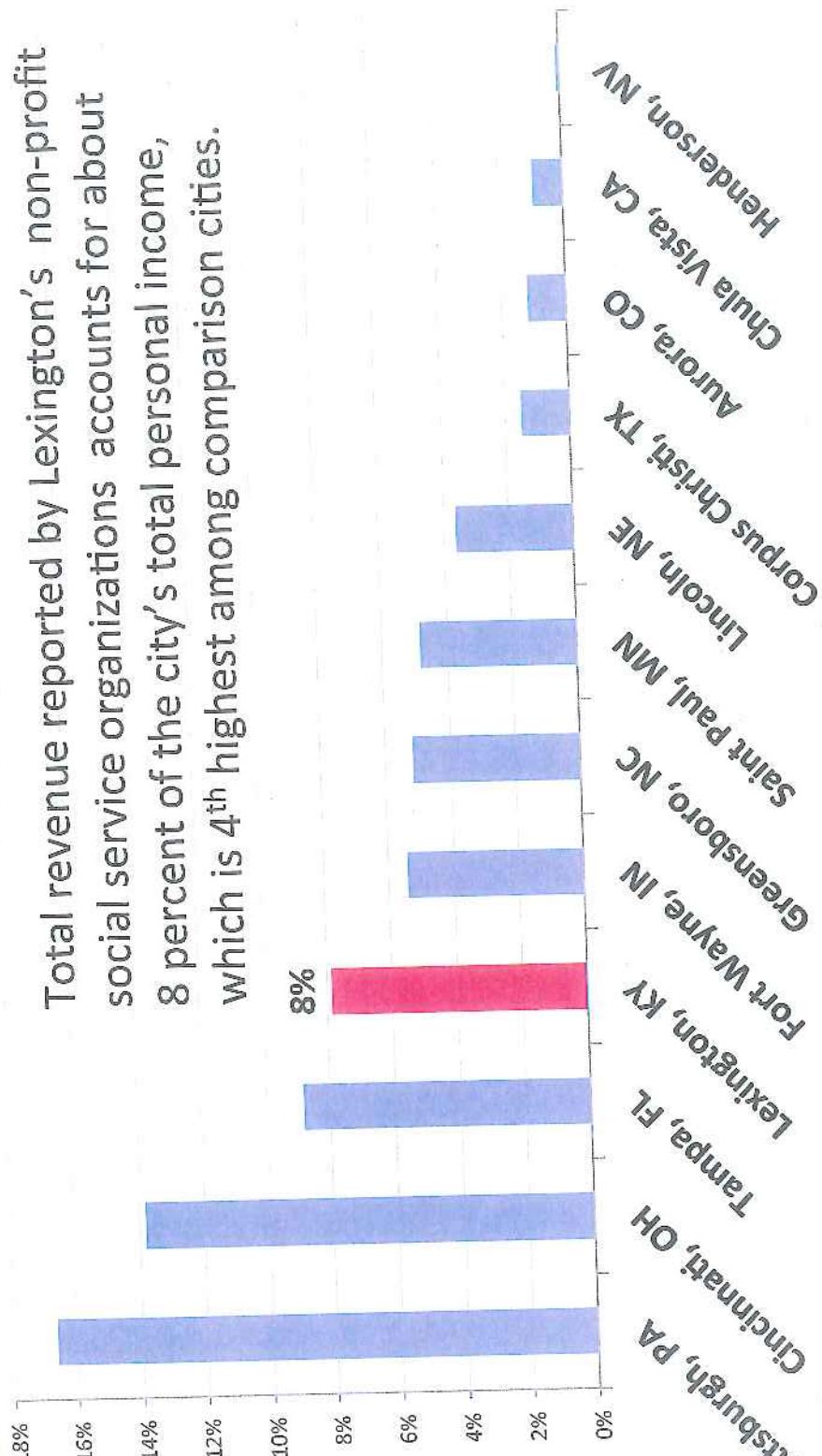


Total Revenue of Lexington non-profit social service organizations is fourth highest when controlling for the size of city populations.



## Total Revenue of Non-profit Social Service Organizations Divided by Total Personal Income

Total revenue reported by Lexington's non-profit social service organizations accounts for about 8 percent of the city's total personal income, which is 4<sup>th</sup> highest among comparison cities.



## Barriers to Self-Sufficiency Survey



- Online Survey
- Non-profit Social Service Organizations in Lexington Fayette County
- Survey Responses (preliminary)
- Initial organizations from Guidestar: 143
- Moved, Defunct, or No Services Provided: 53
- Target Organizations: 91
- Responses Received: 71
- Response Rate: 78% to date

## Priorities for Government Action

- Respondents were asked what priority ranking they believe individual barriers should receive from LFUCG officials in planning for human services over the next 5 years



**Top 12 Priorities**  
(The higher the score, the higher the average priority assigned by all survey respondents.)

Priority Ranking	Barrier to Self-Sufficiency	Score	Policy Area
1	Lack of safe, affordable housing	76.2	Housing
2	Lack of access to mental health services	63.6	Mental Health
3	Lack of access to information about available services	60.3	Info/Coordination
4	Lack of coordinated human services case management	54.7	Info/Coordination
5	Lack of marketable job skills	54.0	Education
6	Lack of a high school education	49.8	Education
7	Lack of available jobs	49.6	Economic Development
8	Financial exploitation (such as by landlords, employers, lenders, service providers, caregivers, or others)	49.1	Crime
9	Lack of access to mental health services outside of weekday hours	44.9	Mental Health
10	High cost of childcare services	44.8	Childcare
11	Public transportation routes that don't go where people need to travel	44.8	Transportation
12	Lack of access to information about available jobs	43.9	Info/Coordination

# Non-Profit Social Service Organization Service Capacity



## Statements About Service Capacity

	Percent Agree with Statement
1 My organization is generally able to adequately coordinate our services to clients with other human service providers so that our clients receive the services for which they are eligible.	68%
2 Not counting LFUCG as a funding source, staff of my organization have a good idea of sources of funding for the types of services we provide.	64%
3 My organization has staff who have the knowledge and time to successfully complete applications for contracts and grants for the types of services we provide.	57%
4 My organization has access to sufficient language services to adequately serve our clients who have limited English skills.	40%
5 My organization generally has sufficient operating funds to deliver the services requested by Fayette County residents.	30%

## Open Ended Responses: What is Fayette County doing best?



*“The quality of many services that are available, with the access and management of these resources being the more difficult issue.”*



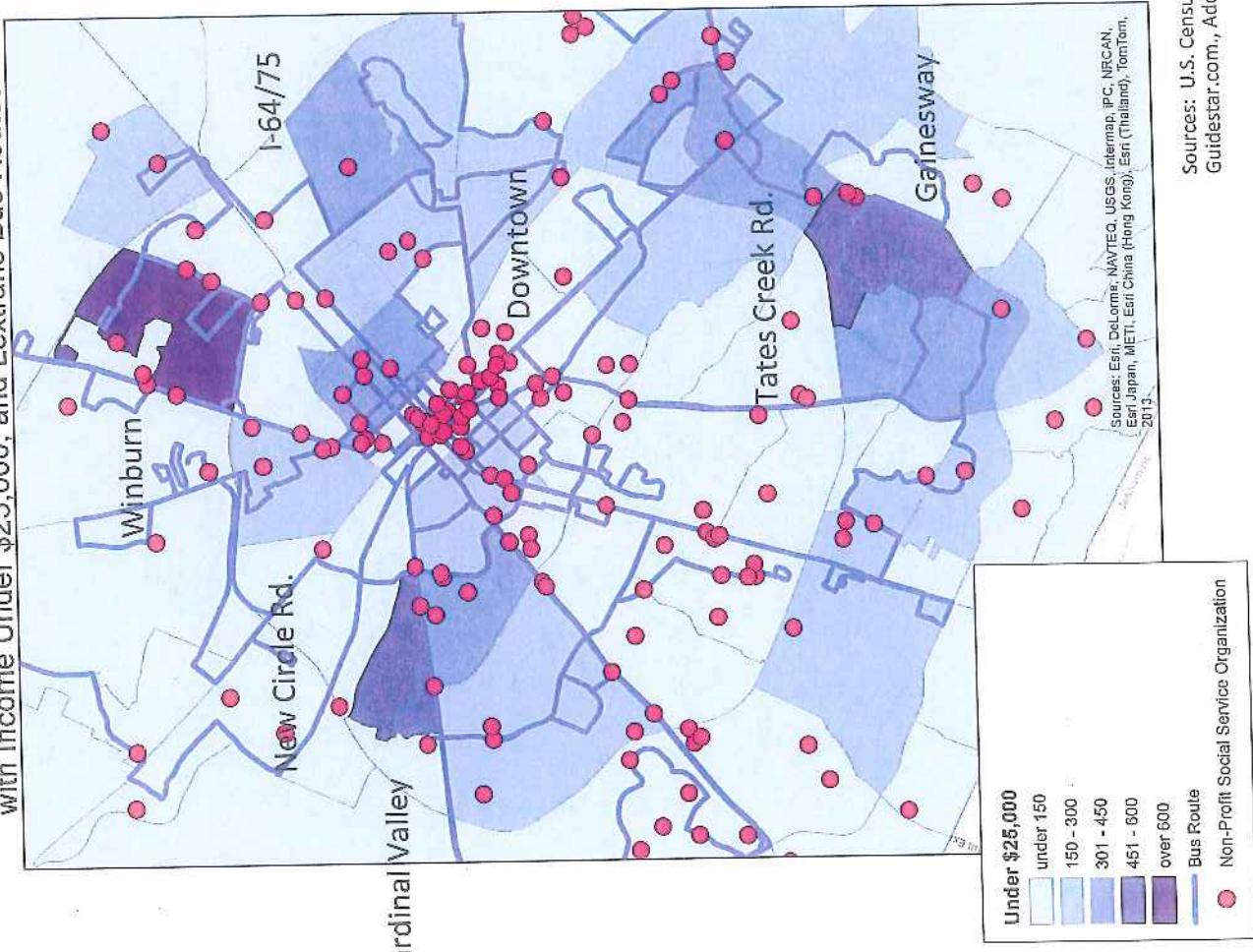


**Open Ended Responses:**  
Other than funding, how can LFUCG  
help your organization the most?

- “Encourage and take the lead on more partnerships and collaborations.”
- “Make requirements for clients (local and state) as simple as possible.”
- “Advertise our services on GTV.”
- “General support” (grant writing, interpreters, space, development assistance, advertising, advocacy)

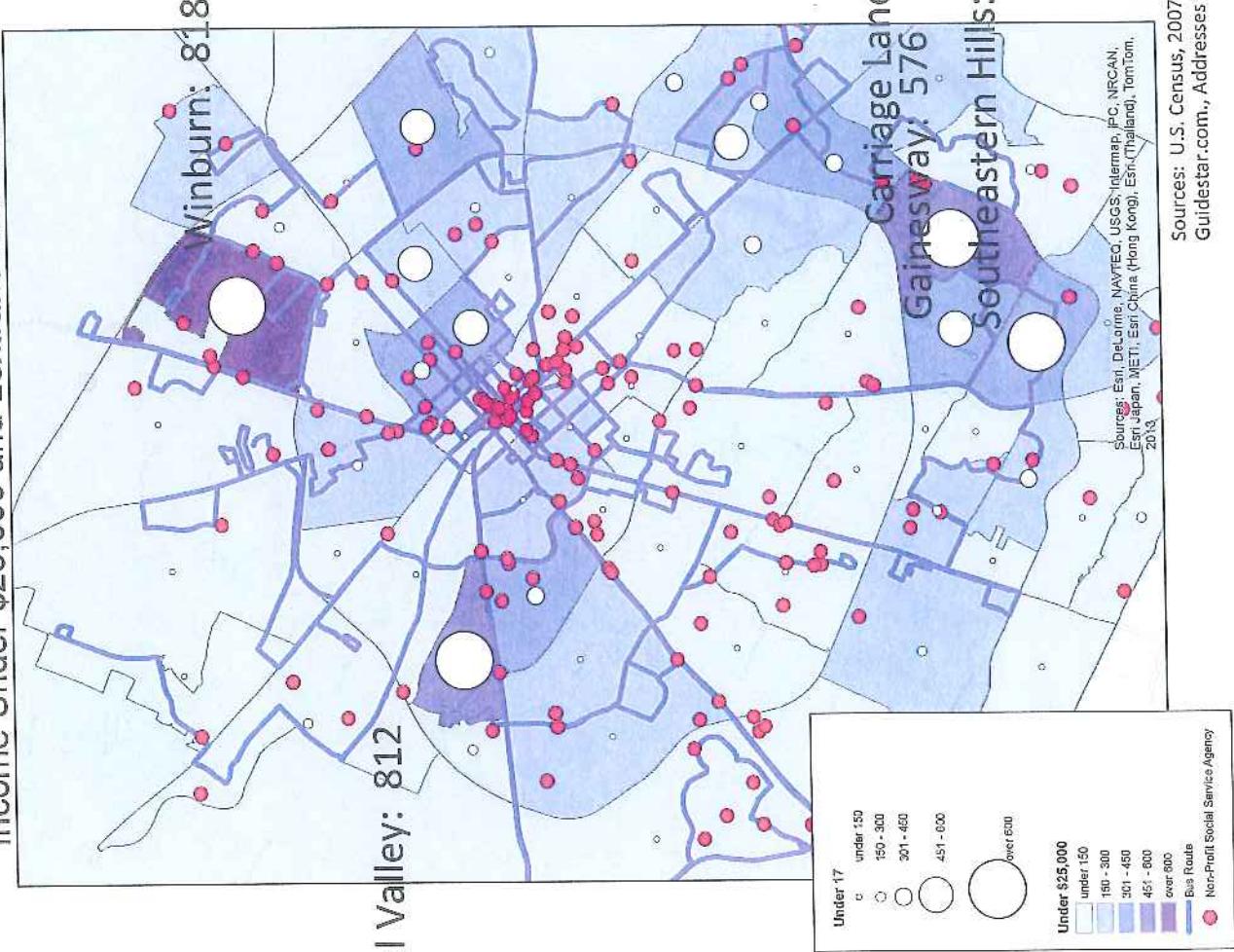


Non-Profit Social Service Organization, Number of Residents  
with Income Under \$25,000, and Lextrans Bus Routes



Sources: U.S. Census, 2007-2011 American Community Survey;  
Guidestar.com, Addresses from IRS 990 Tax Returns.

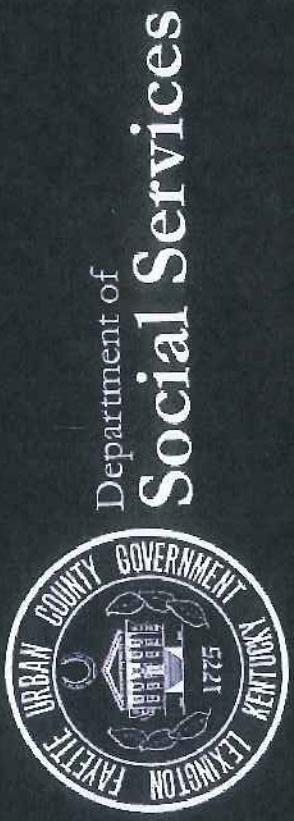
Number of Residents Under 17 in Households with Income Under \$25,000 and Lexington Bus Routes



# FY15 Social Services Partner Agency Process Revisions

*Social Services & Community Development Committee*

*August 27, 2012*



Department of  
**Social Services**

# Objectives

- Progress Update
- Summary of Improvements to Application & Scoring Instrument
- Committee Consideration Items



# Progress Update

- Online survey to review committee members & all applicant agencies – completed April 2013
- Committee consideration/adoption of amendments – August 27<sup>th</sup>
- Needs Assessment -- Refine Funding Priorities



# Survey Results



- Of 22 Applicant Agencies (61% response rate) that responded:
  - 68% (n=15) learned about the funding application through Listserv or other email (n=5, word of mouth)
  - 86% (n=19) are in favor of continuing with a preapplication meeting
  - 64% (n=14) believe that LFUCG's application requires about the same time and resources as other grants
  - 95% (n=21) are in favor of continuing a "paperless" application process

# Survey Results



## ■ What can we do better?

### Survey comments:

- "Some of the budget information – particularly of staff members at our organization that are not involved with this program – ... seemed extraneous" ...
- "I would like to have an opportunity to present additional information in a format other than text"
  - To be addressed through oral presentation exhibits

# Survey Results



28

- Of 15 Reviewers (47% response rate) that responded:
  - 100% received enough information to complete the reviews
  - 80% had reviewed grants prior to this one
  - 93% agreed that the review process was effective at ranking applications
  - 100% would serve as a reviewer again in the future

# Process Improvement Discussion



## ■ Process:

- Add one week after submission deadline for review & corrections
- Point penalties after review/correction period
- Funding & Selection Workgroups
  - Selection workgroups: Cross-section of community
    - Funding workgroup: 2 each – Council, Advisory Board, Administration

# Process Improvement Discussion



## ■ Application:

- New question: How will the program be impacted by receiving less than the requested funding?
- Financials: Exhibit D amended to require reporting salary and positions for program staff only
- New Scoring Item: Outcomes of currently funded programs
  - Accountability component for existing Partner Agencies



# Process Improvement Discussion

## ■ Funding Priorities:

- Services for Sr. Citizens
- **Mental Health & Substance Abuse Services**
- Positive Youth Development
- Violence Prevention
- Public Health
- Basic Human Needs

## ■ Barriers from Needs Study

- *Childcare cost*
- *Access to mental health services*
- *Substance abuse*
- *(Housing & Job Skills outside of typical PA funding)*



# Process Improvement Discussion

## Options for Priority Need Categories:

1. No changes for FY15; or
2. Point bonus for agencies meeting needs as identified in the Study; or
3. Adopt new categories as defined in the Study (delays process)



# Scoring Rubric Revisions

FY14:

Application	10 pnts (7.1%)
Mission Statement	5 pnts (3.6%)
Program Approach	60 pnts (42.9%)
Program Measures	30 pnts (21.4%)
Budget	20 pnts (14.3%)
<u>Diversity of Funding</u>	<u>15 pnts (10.7%)</u>

**Total Possible Points** **140 pnts**

FY15 (Proposed):

Application	10 pnts (7.1%)
Mission Statement	5 pnts (3.6%)
Program Approach	60 pnts (42.9%)
Program Measures	30 pnts (21.4%)
Budget	20 pnts (14.3%)
Diversity of Funding	15 pnts (10.7%)
<u>Past Funded Program Outcomes</u>	<u>+5 pnts (bonus or reduction)</u>

**Total Possible Points** **145 pnts**

# Tentative FY15 Schedule

- August 2013 – Committee approval of amendments to application and scoring instrument
- September/October 2013 – Council approval of amendments, and FY15 Funding Advertised

**November 2013 (date TBD) – Mandatory Preapplication Meeting**

**January 15, 2014 (Tentative) – Application Deadline**

■ February/March 2014 – Review Committees Meet (Presentations & Scoring)

■ March 2014 – Partner Agency Funding Allocation Workgroup Meets

■ March 2014 – Recommendations presented to Social Services & Community Development Committee

■ March 2014 – Funding Recommendations to Mayor



# Committee Actions

- Approval of proposed schedule & FY14 application and scoring instrument as revised
- Approval of priority funding categories
  - Consideration of “Five Barriers” as presented in Needs Study as they relate to funding priorities
- Consideration of point penalties for late and incomplete applications





Department of  
**Social Services**

*Questions?*

Lexington  
Fayette  
Urban  
County  
Government



Division of Youth Services  
1306 versailles Road, Ste 110  
Lexington, KY 40504  
Phone: (859) 246 4300  
Fax: (859) 246 43 55

**Department of Social Services**  
**Summer Youth Employment - End of Summer Evaluation**

Date: 8/7/2013  
Total Surveys: 153

1. I gained knowledge that will help me with my career goals. (i.e 'office work is more interesting than I thought', 'Working with kids isn't for me.'

Response	Percentage	Number
Strongly Agree	33%	50
Agree	58%	88
Disagree	4%	6
Strongly Disagree	3%	4
No Opinion or N/A	3%	5
<b>TOTAL</b>	<b>100%</b>	<b>153</b>

2. I learned what is expected of an employee at my worksite ( e.g. being on time, appropriate clothing and language, following instruction).

Response	Percentage	Number
Strongly Agree	63%	97
Agree	33%	50
Disagree	3%	4
Strongly Disagree	1%	2
No Opinion or N/A	0%	0
<b>TOTAL</b>	<b>100%</b>	<b>153</b>

3. I enjoyed my work experience.

Response	Percentage	Number
Strongly Agree	43%	66
Agree	47%	72
Disagree	7%	10
Strongly Disagree	1%	2
No Opinion or N/A	2%	3
<b>TOTAL</b>	<b>100%</b>	<b>153</b>

4. I learned new skills at my worksite.

Response	Percentage	Number
Strongly Agree	42%	65
Agree	49%	75
Disagree	6%	9
Strongly Disagree	2%	3
No Opinion or N/A	1%	1
<b>TOTAL</b>	<b>100%</b>	<b>153</b>

5. I received help and advice from my worksite supervisor.

Response	Percentage	Number
Strongly Agree	53%	81
Agree	40%	61
Disagree	5%	7
Strongly Disagree	1%	2
No Opinion or N/A	1%	2
<b>TOTAL</b>	<b>100%</b>	<b>153</b>

1. I found the workshops interesting.

Response	Percentage	Number
Strongly Agree	22%	34
Agree	47%	72
Disagree	18%	28
Strongly Disagree	5%	7
No Opinion or N/A	8%	12
<b>TOTAL</b>	<b>100%</b>	<b>153</b>

2. What I learned at the workshops helped me improve my experience at the worksite.

Response	Percentage	Number
Strongly Agree	27%	42
Agree	50%	76
Disagree	12%	19
Strongly Disagree	3%	5
No Opinion or N/A	7%	11
<b>TOTAL</b>	<b>100%</b>	<b>153</b>

3. What I have learned from the workshops ( and Worksite) has encouraged me to go on and complete.

Response	Percentage	Number
Strongly Agree	24%	36
Agree	2%	3
Disagree	1%	1
Strongly Disagree	58%	88
No Opinion or N/A	16%	25
<b>TOTAL</b>	<b>100%</b>	<b>153</b>



Lexington  
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Phone: (859) 246 4300  
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Department of Social Services  
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Total Surveys: 153






Was there anything you *did not like* about the services you received?

What did you *like most* about the services you received?

What could be done to improve services?

Were you able to easily access the facility? If no, please explain.

What program or new service would you like to see implemented?

Additional comments:

Lexington  
Fayette  
Urban  
County  
Government



Division of Youth Services  
1306 Versailles Road, Ste 110  
Lexington, KY 40504  
Phone: (859) 246 4300  
Fax: (859) 246 4355

**Department of Social Services**  
**Participant Evaluation Form (Summer Program 2013)**

Date: 8/21/2013  
Total Surveys: 60

**1. Punctuality.**

Response	Percentage	Number
Unsatisfactory	0%	
Improvement Needed	7%	4
Meets Job Standard	25%	15
Exceeds Job Standard	35%	21
Outstanding	33%	20
<b>TOTAL</b>	<b>100%</b>	<b>60</b>

**7. Understanding.**

Response	Percentage	Number
Unsatisfactory	2%	1
Improvement Needed	2%	1
Meets Job Standard	28%	17
Exceeds Job Standard	38%	23
Outstanding	30%	18
<b>TOTAL</b>	<b>100%</b>	<b>60</b>

**2. Attendance.**

Response	Percentage	Number
Unsatisfactory	2%	1
Improvement Needed	2%	1
Meets Job Standard	28%	17
Exceeds Job Standard	30%	18
Outstanding	38%	23
<b>TOTAL</b>	<b>100%</b>	<b>60</b>

**8. Problem Solving**

Response	Percentage	Number
Unsatisfactory	2%	1
Improvement Needed	5%	3
Meets Job Standard	43%	26
Exceeds Job Standard	35%	21
Outstanding	15%	9
<b>TOTAL</b>	<b>100%</b>	<b>60</b>

**3. Attitude.**

Response	Percentage	Number
Unsatisfactory	0%	
Improvement Needed	3%	2
Meets Job Standard	27%	16
Exceeds Job Standard	35%	21
Outstanding	35%	21
<b>TOTAL</b>	<b>100%</b>	<b>60</b>

**9. Interpersonal Relations .**

Response	Percentage	Number
Unsatisfactory	3%	2
Improvement Needed	0%	
Meets Job Standard	22%	13
Exceeds Job Standard	38%	23
Outstanding	37%	22
<b>TOTAL</b>	<b>100%</b>	<b>60</b>

**4. Self Discipline.**

Response	Percentage	Number
Unsatisfactory	2%	1
Improvement Needed	3%	2
Meets Job Standard	27%	16
Exceeds Job Standard	37%	22
Outstanding	32%	19
<b>TOTAL</b>	<b>100%</b>	<b>60</b>

**10. Supervision.**

Response	Percentage	Number
Unsatisfactory	0%	
Improvement Needed	7%	4
Meets Job Standard	15%	9
Exceeds Job Standard	45%	27
Outstanding	33%	20
<b>TOTAL</b>	<b>100%</b>	<b>60</b>

**5. Initiative.**

Response	Percentage	Number
Unsatisfactory	2%	1
Improvement Needed	13%	8
Meets Job Standard	23%	14
Exceeds Job Standard	38%	23
Outstanding	23%	14
<b>TOTAL</b>	<b>100%</b>	<b>60</b>

**11. Communication Skills.**

Response	Percentage	Number
Unsatisfactory	2%	1
Improvement Needed	10%	6
Meets Job Standard	22%	13
Exceeds Job Standard	30%	18
Outstanding	37%	22
<b>TOTAL</b>	<b>100%</b>	<b>60</b>

**6. Adaptability.**

Response	Percentage	Number
Unsatisfactory	2%	1
Improvement Needed	8%	5
Meets Job Standard	17%	10
Exceeds Job Standard	42%	25
Outstanding	32%	19
<b>TOTAL</b>	<b>100%</b>	<b>60</b>

**12. Social Skills.**

Response	Percentage	Number
Unsatisfactory	0%	
Improvement Needed	2%	1
Meets Job Standard	10%	6
Exceeds Job Standard	32%	19
Outstanding	57%	34
<b>TOTAL</b>	<b>100%</b>	<b>60</b>

Lexington  
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Government



Division of Youth Services  
1306 Versailles Road, Ste 110  
Lexington, KY 40504  
Phone: (859) 246 4300  
Fax: (859) 246 4355

**Department of Social Services**  
**Participant Evaluation Form (Summer Program 2013)**

Date: 8/21/2013  
Total Surveys: 60

**13. Appearance.**

Response	Percentage	Number
Unsatisfactory	0%	
Improvement Needed	2%	1
Meets Job Standard	15%	9
Exceeds Job Standard	42%	25
Outstanding	42%	25
<b>TOTAL</b>	<b>100%</b>	<b>60</b>

**16. Quality of Work.**

Response	Percentage	Number
Unsatisfactory	0%	
Improvement Needed	5%	3
Meets Job Standard	23%	14
Exceeds Job Standard	37%	22
Outstanding	35%	21
<b>TOTAL</b>	<b>100%</b>	<b>60</b>

**14. Task Performance.**

Response	Percentage	Number
Unsatisfactory	2%	1
Improvement Needed	0%	
Meets Job Standard	32%	19
Exceeds Job Standard	33%	20
Outstanding	33%	20
<b>TOTAL</b>	<b>100%</b>	<b>60</b>

**17. Expectations**

Response	Percentage	Number
Unsatisfactory	0%	
Improvement Needed	7%	4
Meets Job Standard	25%	15
Exceeds Job Standard	32%	19
Outstanding	37%	22
<b>TOTAL</b>	<b>100%</b>	<b>60</b>

**15. Assignments.**

Response	Percentage	Number
Unsatisfactory	2%	1
Improvement Needed	7%	4
Meets Job Standard	25%	15
Exceeds Job Standard	30%	18
Outstanding	37%	22
<b>TOTAL</b>	<b>100%</b>	<b>60</b>

## Social Services/Community Development Committee Referrals

Item Referred	Referred By	Date Referred	Status
Vice Mayor appoints a task force to look at the need for a new senior citizen's center	Finance and Social Services Link Committee	8.16.11	Moved to Work Session For Update
Workforce Investment & Training	Ford	10.16.12	Nov 20, 2012
Small Area Plan Implementation & Funding	Ford	5.7.13	
Public Housing Authority Relocation Process	Henson/Myers	5.7.13	
	PAS	8.12.13	